

# DONALD OLSON

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## PRESENT OCCUPATION

Labor/Employment Arbitrator

## PROFESSIONAL AFFILIATION

Industrial Research Relations Association

## EDUCATION

1971 LaSalle University LL

1975 Antioch University BA

1979 City University MPA

## ARBITRATION EXPERIENCE

1981- Present: Labor/Employment Arbitrator in the private and public sectors for FMCS, AAA, State employment/labor relations agencies, and private parties. 1989 to 1994 Human Resources Director for the City of Kent, Washington. City's Chief labor negotiator involving eight bargaining units. 1979-1981 Manager, Labor Relations for Alascom, Inc., the State of Alaska's largest private employer. Chief negotiator for company. Bargained labor agreement(s) with Teamsters Local 959, and acted as arbitration advocate. 1978 - 1981 Appointed by Governor as Commissioner of PERC. Served as Business Manager for OPEIU Local 8, AFL-CIO. Responsible for negotiating and administering 40 collective bargaining agreements covering employees in both private and public sectors. Represented this labor organization and its membership covering all facets of labor relations and employment law before appropriate Federal and State agencies.

## INDUSTRIES

Aerospace, airlines, aluminum, automotive, bakery, beverage, building products, brewery, broadcasting, canning, cement, chemicals, clothing, communications, construction, dairy, distillery, education, electrical equipment, electronics, feed and fertilizer, food, foundry, furniture, glass, grain mill, health care, hotel, hospitals, iron, lumber, machinery, maritime, meat packing, metal fabrication, mining, nuclear energy, office/clerical, organizations, packaging, paint and varnish, petroleum/petrochemicals, pharmaceuticals, plastics, plumbing, police, fire, printing and publishing, prison guards, pulp and paper, railroads, refrigeration, retail stores, rubber/tire, shipbuilding, sports, steel, stone/quarry, textile, transportation, trucking, upholstering, utilities, warehousing, and Federal and State agencies.

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## **ISSUES**

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Personal Conduct (Off-Duty), Demotion, Discipline, Age Discrimination, Disability, Race Discrimination, Sex Discrimination, Religious Discrimination, National Origin Discrimination, Drug/Alcohol Offenses, Bonus, Holidays, Insurance, Leave, Vacation, Grievance/Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Pension Claims

(Federal Statute), Promotions, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting, Tenure/Reappointment, Union Security, Wages (Cost of Living Pay, Holiday Pay, Incentive Pay, Job Classifications, Overtime), Working Conditions.

## **PERMANENT PANELS**

U.S. Postal Service/National Association of Letter Carriers, AFL-CIO (1996-2008)

Alaska Airlines/International Association of Machinists

State of Alaska/State of Alaska Public Employees Association

Former Inlandboatman of Pacific Panelist

Former State of Washington Higher Education Hearing Officer

Alaska Railroad/ Transportation Workers Local 1626 Standing Arbitration Panel

Crown Cork and Seal Inc./United Steelworkers of America

Borough of Sitka, Alaska/Public Safety Employees Association (PSEA)

## **ARBITRATION ROSTER(S)**

FMCS (Pacific Northwest)

State of Washington (PERC)

State of Montana (BOPA)

Former AAA Panelist

## **PUBLISHED CASES**

82-2 ARB 8557, 88-1 ARB 8098, and 89-1 ARB

Recent Awards - (See [www.lawmemo.com](http://www.lawmemo.com))

## **PER DIEM FEE**

\$1500.00 (Effective January 1, 2013)

## **DOCKET FEE**

None

## **CANCEL FEE**

A one day fee (\$1500.00) will be charged when a hearing day is cancelled forty-five days or less from its scheduled commencement. (Effective January 1, 2013) The cancellation fee will apply separately to each day which has been reserved for hearing.

## **GRIEVANCE ARBITRATION**

\$1500.00 (Effective January 1, 2013)

Feb 4, 2019, 11:06 AM

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## **GRIEVANCE ARBITRATION**

### **CANCELLATION POLICY**

Cancellation fee only applies if scheduled hearing date(s) are canceled forty-five days or less from the hearings scheduled commencement.

### **INT ARBT, FACT FND & LABOR MED**

\$1500.00 (Effective January 1, 2013)

### **TRAVEL TIME**

Time spent in travel to and from a hearing will be billed at the per diem rate. However, travel time on hearing days will only be billed for that period of time in excess of eight hours spent in hearing and travel combined.

### **EXPENSES**

Secretarial, hotel, meals, and transportation costs will be billed on the basis of costs incurred.